

THE 2014 FREE STATE

enter PRIZE

JOB CREATION CHALLENGE

Job Creation through Innovation, Entrepreneurship
and Sustainable Enterprise Development in the Free State



*Definitely the most exciting
business competition
in the Free State!*



The 2014 Free State enterPRIZE Job Creation Challenge



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Welcome to the 2014 Free State enterPRIZE Job Creation Challenge

Welcome to the 2014 Free State enterPRIZE Job Creation Challenge, which was launched on 18 March 2014 in Bloemfontein by Detea, Seda and the ILO, along with their development partners and sponsors.

The 2013 Challenge attracted 549 eligible applications from aspiring and established entrepreneurs throughout the Free State Province. A total of 43 entrepreneurs won cash prizes in the amount of R 5.5 million and other prizes at an equivalent value generously offered by last year's sponsors. Contestants in this year's Challenge are encouraged to read about the winners and runners-up and their businesses on www.enterprizejobchallenge.co.za.

The wide variety of prizes and the sheer number of winners – unlike the typical “winner-take-all” approach of most business plan competitions – made the 2013 Challenge unique. Winners and runners up came from all over the Free State province and not just from the traditionally well-represented cities and larger towns. The turnaround time from the launch to the awards ceremony was swift so that contestants did not have to wait months and months to hear the outcome of their efforts.

2013 contestants who did not win prizes were offered other business development assistance through the corresponding Business Development Service (BDS) Provider Challenge Fund through which more than 1'500 entrepreneurs were reached with services. These entrepreneurs are encouraged to apply in this year's Challenge where their ideas may yet receive recog-

nition for being innovative, competitive, sustainable and job creating.

The 2013 Challenge had valuable sponsorships from local and internationally renowned firms as well as from Free State Universities. Many of last year's sponsors are back on board this year, offering similar packages of prizes, and new sponsors have come on board with new prizes and contributions. We are grateful for these partnerships and for the collective efforts being made by all to advance small business and job creation in the Free State.

What's New in the 2014 Challenge?

We like to think that with the 2014 Challenge we are making the enterPRIZE Job Creation Challenge more inclusive by providing even more emerging and existing entrepreneurs with the opportunity to compete, win prizes and grow businesses that will create more and better jobs for people of the Free State.

This year, we have worked hard to further improve the competition. We have expanded the categories from 14 to 25 and will award a total of 75 cash prizes sharing in the pool of R 7'500'000, plus various technologies, equipment and technical support prizes from our sponsors.

The sector and target focus has been aligned with the development priorities of the Free State Provincial Growth and Development Strategy and the 2030 Vision for the Free State.

The 2014 Free State enterPRIZE Job Creation Challenge

The categories for the 2014 Challenge are therefore based on these economic sectors as well as a selected target beneficiary group approach as follows:



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The 2014 Free State enterPRIZE Job Creation Challenge

This year's Challenge will again be offering a combination of financial support and technical assistance, along with business management coaching and mentorship. This is particularly valuable for entrepreneurial business owners who find it difficult to secure conventional commercial funding for start-up or expansion of their ventures. In addition, some of the sponsors will be providing tailor made prizes for businesses that win in economic sectors in which these sponsors are involved.

The key criterion for entering the 2014 enterPRIZE Job Creation Challenge is that competing businesses will have to show job creation!

Why Entrepreneurship?

Small & Medium Enterprises (SMEs) are the backbone of job creation in South Africa. Worldwide, a dynamic SME sector is recognized as critically important to economic development and job creation. Behind any successful SME is a passionate, driven and committed entrepreneur who recognizes, creates and capitalizes on opportunities to bring an idea to fruition. Entrepreneurship results in innovation, sustained economic growth and employment creation.

The Industrial Development Corporation of South Africa cites the vital importance and positive contribution entrepreneurship makes toward economic and social development. "Entrepreneurs create and bring to life new technologies, products and services and create new markets and jobs along the way. Entrepreneurs are smart risk takers, implementers, rule-breakers; or in a word: innovators. And like any emerging economy aiming to move ahead, in South Africa we need lots of them!"

Renowned entrepreneur, Richard Branson, has made the following remarks about South Africa: *"The South African economy is dependent on entrepreneurial activity for creating future economic growth and jobs, but the economic contribution to South Africa's entrepreneurial sector is below the developing country norm. Increasing entrepreneurship in this country is the golden highway to economic democracy."*

The enterPRIZE Job Creation Challenge is one such highway leading entrepreneurs on a path to discovery, growth and development. We invite entrepreneurs from the Free State to join us in our quest to uncover innovative businesses and business ideas that can help to contribute to a more vibrant and job creating economy.

The *Free State SME Development Initiative* - a partnership between the Department for Economic Development, Tourism and Environmental Affairs and the International Labour Organization with funding by the Flemish International Cooperation Agency - seeks to support SME development in the Free State through, among other interventions, the enterPRIZE Job Creation Challenge competitions.

The overall goal of the initiative is to support the development of sustainable growth-oriented SMEs and to enable these to create decent jobs for people in the Free State where the unemployment rate constantly hovers around 35-36 percent. The Jobs Fund of the Development Bank of Southern Africa and the Flanders International Development Cooperation has recently and jointly decided to contribute financially to this initiative to expand to more provinces in South Africa over the next three years.

The 2014 Free State enterPRIZE Job Creation Challenge

Invitation to the Business Community to Help Stimulate New Business

We are again encouraging the business community to contribute to identifying gaps and opportunities for business development. We invite companies based in other provinces, but who wish to distribute or build their innovative products or services in the Free State, to use this as an opportunity to establish channel and satellite marketing approaches that engage entrepreneurs to play a role in the distribution of new products, services or technologies.

We also invite national and multi-national companies to post their opportunities to accelerate SME development in the Free State. If you have a product or service that you want to expand into the province in partnership with a local entrepreneur, either through franchising or supplier development, please go to our webpage www.enterprizejobchallenge.co.za to register and post your ideas on our **Idea Page**.

Which Category Should I Enter?

What differentiates the enterPRIZE Job Creation Challenge from other business plan competitions is that it provides a broad range of categories for entrepreneurs to compete in. There are sector-based prizes as well as prizes for businesses that are in different

stages of growth and development. We also recognize those excelling in their roles as successful young entrepreneurs, women entrepreneurs and not least entrepreneurs who live with disabilities.

The categories are briefly described below, but you should also visit the enterPRIZE Challenge website at www.enterprizechallenge.co.za to download relevant research undertaken by the South African SME Observatory and other helpful information to help guide your application. The categories of the 2014 Challenge are:

Sector Focused Categories

1. Agribusiness

In the agribusiness sector, beneficiation is done to primary agricultural produce by processing these products into a higher value product. Much of the agricultural produce in the Free State is exported to other provinces for value addition. To create more jobs in the sector in the Free State this category seeks to stimulate innovative agribusiness models.

2. Arts & Culture

The promotion of arts & culture is important for a diversified economy where the citizens of the province can access various leisure activities for a full-filled and improved quality of life in this so-called creative industry. The creative industry refers to a range of economic activities and this category seeks to promote this industry through e.g. film, craft, design, fashion, music and performing arts etc.

3. Construction

The construction sector holds great potential for job creation in the Free State. This is a sector that has outpaced the growth of

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The 2014 Free State enterPRIZE Job Creation Challenge

other sectors with large numbers of SMEs found in housing construction. This category seeks to unlock the employment creation and decent work potential of especially emerging contractors. Contestants in this category are encouraged to focus on green construction principles.

4. Exporting

Business that export to international markets, whether in the SADC region, the broader Africa or globally are often characterized by higher levels of growth than businesses catering for just domestic markets. Exporters often also provide better working conditions for employees. This category seek to support established exporting businesses that can increase their export market share and thereby create more and better jobs.

5. Health Care

The Free State PGDS under Pillar 3: Improved Quality of Life highlights improved health care for citizens as a driver of growth. Whereas the provision of health care is often seen as a public service there is scope for the sector to bring public and private providers together to ensure that proper, affordable and commercially sustainable health care reaches more citizens. This category seeks to unlock such innovative models.

6. ICT

Information and Communications Technology (ICT) is an important enabler for business development and economic development. In the era of globalization, successful SMEs are relying on ICT in their business processes and to reach consumers. This category invites entrepreneurs to develop innovative business models that will support the expansion or adoption of new business technologies (see also the section on the sponsor-specific prizes below).

7. Manufacturing

The Free State PGDS emphasizes the importance of a diversified and expanded manufacturing sector as a driver of economic growth. More than 90 percent of manufacturing output is currently from the petrochemical industry, but there is a need for diversifying and revitalizing other manufacturing sectors, e.g. the textile, beverage and food industry sectors, among others.

8. Social Economy

The Social Economy is gaining importance in South Africa as a means to address many of the social challenges the country faces. A new breed of organizations is emerging, which are referred to as Social Enterprises. These enterprises are driven by passionate and innovative people who setup social ventures that are run like businesses to deliver social services and solutions in a more sustainable way. Visit the challenge website do downlad the social enterprise report by the South African SME Observatory.

9. Sports

Sports and recreation is an important unifier of communities and a platform for the reinforcement of strong ethics and values, not to mention teamwork. We would like to encourage applications from entrepreneurs with innovative ideas as to how to promote participation in sport in their communities and especially for children and youth who often do not have access to sports facilities. For a specific award from Sport for All Foundation for one of their franchises, please see the description below under sponsored prizes.

10. Tourism

Tourism is identified in the Free State PGDS as a key driver for economic growth in the province. International and domestic tourism opportunities are underexploited

The 2014 Free State enterPRIZE Job Creation Challenge

in the Free State and there are therefore many opportunities in sectors such as agri-tourism, business tourism, cultural heritage and crafts tourism that can be harnessed by innovative entrepreneurs.

11. Waste Recycling

Waste provides income generation for many thousands of people in both the formal and informal economy. Significant business opportunities exist in waste recycling, however, the sector is uncoordinated and characterized by high vulnerability among waste pickers. This category therefore seeks to unlock innovative proposals where upstream waste recyclers, such as buy-back-centres and manufacturers/converters, can provide more and better jobs in the sector.

Target Group Focused Categories

12. Best Young Entrepreneur

Young people possess tremendous entrepreneurial talent and creativity that can be unleashed to create vibrant new businesses. Youth unemployment, in fact, is one of the biggest challenges facing South Africa and we therefore want to encourage young people to become entrepreneurs. This category is open to young men and women between the ages of 18 and 24.

13. Best Woman Entrepreneur

Women entrepreneurs are increasingly being recognized as key drivers of economic growth in South Africa. Despite this, many women still face gender-based discrimination and are discouraged from taking a stronger role in promoting economic devel-

opment in their communities. With this category, we want to recognize women entrepreneurs and their important role in society.

14. Best Entrepreneur living with Disabilities

The prevalence of people living with disabilities (PLWD) in South Africa is estimated at more than 5 percent of the population whereas only 1 percent of PLWD are in the work force. This indicates a severe exclusion of PLWD when in fact many PLWD are able to contribute gainfully to the South African economy. With this category, we want to recognize entrepreneurs living with disabilities and their important role in society.

15. Best Green Business

The New Growth Path identifies green businesses as key to driving the future growth of the economy. The creation of green jobs is of crucial importance to combat climate change, environmental degradation and to stimulating economic growth. Green businesses develop innovative solutions and products where environmental benefits are as important as economic. The green economy sector is regarded as so important that in 2011 the "Green Economy Accord" was signed by several ministries, the business community, organized labour and community representatives. With this category, we therefore want to acknowledge the contribution these businesses are making to sustainable development.

16. Best Cooperative

The important role of cooperatives in sustaining and improving the living and working conditions of men and women in the Free State is often underestimated. True forms of cooperatives where people voluntarily organise to meet common economic, social and cultural needs and aspirations through a jointly owned and democratically



The 2014 Free State enterPRIZE Job Creation Challenge

controlled enterprise have the potential to lift many people out of poverty in the Free State. Cooperatives have a proven record of creating and sustaining employment providing over 100 million jobs in the world today. This category therefore seeks to support cooperatives in creating jobs and promoting decent work.

17. Best Emerging Business

If you are an emerging or embryonic enterprise, then you will already be in the first phase of starting up your business. Typically, an emerging enterprise will have been operating for six months or less and may need further technical and financial support to fully establish itself. We will be looking for enterprises that are entrepreneurial and innovative, but also have a clear direction in terms of expanding and creating more jobs.

18. Best New Business

If you are a new enterprise, then your business will have been operational for more than 6 months, but less than 3.5 years. At this stage, you should be looking for further support to grow or expand your business or to create more jobs and take it to the next level. Businesses that have reached this stage usually have done so out of the sheer will and determination of the entrepreneur. We will be looking closely at your course of development and the extent to which you can further expand in your present or other local markets.

19. Best Established Business

If you are an established enterprise then you will have been in operation for more than 3.5 years. Most businesses at this stage need further support to grow or expand in order to create more jobs. In this case, we will be looking for businesses that have been growing out of their initiatives, but which need now to get to the next level through more substantive investment to create even more jobs.

20. Most Innovative Business

Innovation is regarded as the fundamental driver of economic growth. Firms start up, develop and consolidate, but are also at risk of going out of business sooner than later if they don't innovate and/or keep abreast of technology changes impacting on their industry. Businesses competing in this category must demonstrate that they are not only presenting good ideas, but GREAT ideas that have found a new market and/or developed a new service or product.

21. Best Social Enterprises with a Focus on Skills Development

Skills development is a major challenge for unemployed men and women living in communities far from the main economic centres. Social entrepreneurs with innovative approaches that will assist in transferring useful skills and knowledge to help the un-skilled or low skilled to secure a sustainable job - e.g. through internships and apprenticeships schemes - is therefore the focus of this category.

22. Best Social Enterprise with a Focus on Youth Development

Young people are exposed to many challenges when seeking to secure a job in the Free State labour market. Many young people who make the transition from school to the world of work lack life skills and basic literary and numeracy skills that are so essential to make them employable. In this category, we want to encourage social enterprises to find innovative ways to empower young men and women enabling them to ensure employment or even securing employment for them.

The 2014 Free State enterPRIZE Job Creation Challenge

23. Best Business Idea

If you have a great business idea and you are still in the start-up phase, you will be in the very first stage of gathering the necessary market intelligence to start your business. You may just be at the idea stage or just beginning to look for finance and technical support to launch your business, but you haven't started yet. We will be looking for great business ideas that are clearly articulated in a great business plan showing job creation and sustainability.

24. Productivity & Working Conditions

Competitive private enterprise is the principal source of economic growth and makes a substantial contribution to poverty reduction. The ILO has long been convinced that by improving working conditions, safety and skills in an enterprise productivity and profitability can also be improved. This is a win-win scenario that is good for workers, for enterprise owners, for the community and for the local economy. With this category we therefore want to recognize businesses that can demonstrate a positive link between better working conditions and productivity.

25. The Open Category

If you feel that your business does not fit in any of the above categories you can apply in this Open Category.

In your application you must tick the box for the category in which you want to compete. Don't worry this will not exclude you from being considered as a contestant in other categories. In case there are too many applications in one category, Detea, Seda and the ILO will move participants to other

categories where they will also be regarded as competitive. This is to ensure that the best 75 business applications win. However, the organisers also reserve the right to award prizes to less than 75 businesses in case there are not enough quality applications.

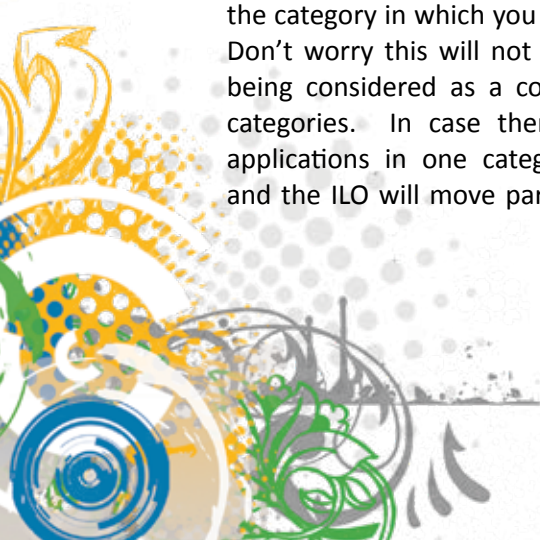
Strategic Partnership with Nedbank

Nedbank, the ILO's banking partner in South Africa, has come on board as the strategic banking partner for the 2014 enterPRIZE Job Creation Challenge. Nedbank is supporting the adjudicating process of winners and runners-up and will offer business advice to entrepreneurs with a green growth focus. In addition, Nedbank will be looking at opening business accounts for winners and runners-up and possibly commercial finance to those who meet Nedbank loan criteria.

Specific Prizes in some Categories

Some of the sponsors have expressed an interest to sponsor winners and runners-up in specific categories. These are described below:

The Agribusiness, Manufacturing and Exporting categories will be supported by **Seda** one of the key partners in the competition. Seda will be offering the winner in each category business development support of their choice such as e.g. QMS, financial management, marketing, SABS certification, website development etc). 1st Prizes will be to the value of R50'000 for each winner.



The 2014 Free State enterPRIZE Job Creation Challenge

Manufacturing Category: PETCO will be providing technical support and capital equipment to an entrepreneur or group of entrepreneurs (e.g., a cooperative) with the best business case to create a manufactured product or products from recycled PET plastic waste. To learn more go to www.petco.co.za

Waste Recycling Category: In this category PETCO will provide two winners in this category with equipment and technical support to help establish or expand their recycling businesses in the Free State. The aim is to increase the collection of PET plastic and improve supply chain efficiencies in the waste sector.

Mobile Media is sponsored by Gramercy Millennium Group. One winner will be selected based on their design or development of an innovative mobile media application that can stimulate new ways of doing business. This is open to any business sector and will result in an additional prize of R50,000 from Gramercy.

In one of the Social Entrepreneurship Categories sponsored by Development Franchising Foundation technical support and assistance is provided to help entrepreneurs with an existing social enterprise to develop this into a successful social franchise model that can easily be replicated in other communities.

“Sport For All” in the Sports category is sponsored by Sport For All Foundation. SFA is providing a full Sport For All franchise award, including technical support and training, to the social entrepreneur with the best business case to establish this type of franchise in his or her community. To learn more go to www.sportforall.co.za

Technology in Business Category, sponsored by Microsoft. Microsoft is seeking winning business ideas that promote new software developments for mobile devices. These

business ideas should be aimed at expanding an existing new business and creating new job opportunities. Up to ten winners will be placed in Microsoft's BizSpark Plus programme and provided with free licensed technologies and support from Microsoft and its network partners. To learn more go to www.microsoft.com/bizspark

The **Best New Business, Best Woman Entrepreneur** and **Best Entrepreneur living with Disabilities** categories will be sponsored by Pendulum Visual Communication (PVC) a Bloemfontein based company in the graphical design and printing industry. PVC is offering the Best Young entrepreneur with the **design & printing** of the business profile such as a letterhead (electronic for MS Word & printed version), business cards, e-mail signature, A5 Size company profile flyers. The Best business Idea and Best Entrepreneur living with Disabilities will receive support for the **design** of the company's graphical design. This is to the total value of R35'000.

In the **Best Business Idea** category an additional cash prize of R20'000 will be provided to the Winner by **New Africa Consulting**, a management consulting and development services firm. This special prize will be a further cash injection into getting the business from idea to implementation. In addition, New Africa Consulting will offer business advice and technical support to the entrepreneur during the start-up phase.

The Business Place will be offering support to all winners and runners-up in the form of one-on-one business consultation, business registration and enterprise start-up support, coaching, business management, financial advice and tax advice and leadership development depending on the most pressing needs of the enterprise. Furthermore, The Business Place is committing itself to support to 25 of the shortlisted candidates who did not win a prize.

The 2014 Free State enterPRIZE Job Creation Challenge

ViGO will support all winners and runners-up in **all categories** to design their company website and will offer free website hosting for 12 months. ViGO has designed an online software that enables SME's and start-ups to set up websites using anything from a mobile device to a laptop or desktop computer connected to the internet. This unique system will help winners and runners-up to effectively promote and manage their businesses from their phones or mobile devices. For more information go to www.vigo.co

The winner of the **Best Young Entrepreneur** category will be supported by **Inobits** with business development support services through the Office 365 and data hosting on Microsoft's Azure Cloud. In the spirit of demonstrating the ease of using Office 365 in small businesses, Inobits will award a package of training and technical support as well as free access to the Office 365 suite of products. Inobits will also identify other winning businesses, which may be eligible to participate in its internal support programmes for SMEs.

Category Winners

In each category there will be a winner and two runners up, i.e. a 1st prize, a 2nd prize and a 3rd prize. Each Winner and the two runners-up will be rewarded with a cash prize as well as in-kind prizes made possible by the Challenge sponsorships. Cash prizes are as follows:



In total, there will be 75 prizes in a total amount of R 7'5 million

Prizes will consist of a combination of cash prizes and access to business development services (BDS), technology and in-kind contributions from the Challenge sponsors.

All Winners and Runners-up will be subjected to a due diligence check to verify the existence of the business and/or proof of business residence in the Free State and/or correctness of information provided before the prize is awarded.

Entrepreneurs in the targeted sector who compete, but may not win a prize, can expect to receive BDS support by the Free State SME Development Initiative and its partners during the course of 2014/2015. This support is provided outside the competition as a means to strengthen SMEs.

Competition Sponsors and Prizes

Competition prizes include both technology tools and access to business development interventions that can help entrepreneurs gain the skills and knowledge to run their businesses more effectively. Awards should be seen holistically and with a view to embracing them as a package that can be used together to have a more substantive impact on a business' sustainability.

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The 2014 Free State enterPRIZE Job Creation Challenge

Research by the SME Observatory for South Africa has found that there are many opportunities in the Free State that can stimulate new businesses and more jobs. We invite you to visit our resources page and consider the latest findings of various studies and also research completed by the provincial government. The website also has an "Idea Page" that will invite posts from our sponsors and partners, which will highlight where gaps in the market exist for innovative business models.

Over and above the physical tools used in a business, an important component of an entrepreneur's development is education. We hope to continue our partnerships with higher learning institutions in both provinces to design training programmes that will benefit businesses across all economic sectors. This type of training will provide entrepreneurs with a more formalized understanding of business principles as well as opening up new networks for them to build and expand their businesses.

Calendar of the 2014 enterPRIZE Job Creation Challenge

The Challenge is officially **launched on 18 March** in Bloemfontein. Following the launch the competition website will be opened for submissions using the on-line application form. Subsequently, over the ensuing months, the Challenge will be promoted in news and media to raise awareness of the competition among the public of the Free State. Media briefings will also be arranged that involve partners and sponsors of the competition.

The Challenge will then be conduct **informational sessions from 25 March to 8 April** in selected towns across the Free State. Information materials will be available at Detea and Seda offices throughout the province.

The **application deadline is Friday 2 May**. After the deadline, Detea, Seda and ILO experts will review and screen the applications to assess whether an application meets the Challenge criteria. A first short-list will then be shared with judges with sector expertise in the specific categories who will then make recommendations to Detea, Seda and the ILO on the five best applications in a category. This will be reviewed once again and Detea, Seda and the ILO will finally short-list the final five in each category.

Five short-listed finalists in each category (125 in total) will then be notified and subsequently invited to a **one-day training session on 22 May** on how to further improve their business plans and how to make a convincing presentation to a panel of judges. This training takes place at the University of the Free State and is optional, but strongly recommended, in order to enhance the chances of being among the top three in a category.

Following this training, participants are then expected to **finalise their business plans and submit this by 29 May**. Finalists must also make a **presentation to a judging panel either on 3 June or 4 June** during the final adjudication/judging event, which will take place at the University of the Free State. In each category, five finalists will be presenting their business cases.

Finalists in each category will be **notified on 9 June** if they are among the top three and they will be invited for the **Gala Dinner & Awards Ceremony on 19 June** with their partner. No one will be informed before the Award Ceremony of their ranking in order to keep the suspense for the Gala Dinner. Following the Awards Ceremony, the ILO will enter into a Grant Agreement with each winner and runners-up who must specify how the grant will be used to grow the business and create more and better jobs.

The 2014 Free State enterPRIZE Job Creation Challenge



For more information on the dates of the road show events, please go to www.enterprizejobchallenge.co.za

Terms & Conditions

Who can Enter?

Free State residents are eligible – individuals or groups – with South African Identity documents. Participants must be at least 18 years of age or above. Applications from young people, women and people living with disabilities are encouraged.

How to Enter?

To be part of the enterPRIZE job creation challenge you must first register on the competition website www.enterprizejobchallenge.co.za. Should you require assistance to enter your on-line application then you can contact one of the Seda branch offices in the Free State and an IT Cadet will be able to assist you.

Once you have completed the registration process, you will be notified that we have received your application and you will be provided with an entrant number that you

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The 2014 Free State enterPRIZE Job Creation Challenge

must also use when communicating with us. This will be used to identify you throughout the remainder of the Challenge and to ensure that you are included in all of the Challenge activities and announcements.

We do not accept submission by e-mail or in hard copy. Only submissions done through the website will be accepted!

Deadline for entry is Friday 2 May 2014

Judging Criteria

Our panel of business plan judges will evaluate the business plan in a methodical and professional manner. After the closing date, the entries will be evaluated for eligibility, and the quality of each plan will be assessed and weighted against the following criteria:

- Job creation and working conditions
- Growth potential of the business
- Sustainability of the business
- Demonstration of market demand
- Innovation
- Entrepreneur's experience

Protection of Business Ideas

All ideas presented as entries to the Challenge will be respected as the intellectual property of the applicant and will not be shared with anyone outside the organizer and group of judges. Protection of intellectual property will, however, need to be addressed through normal channels, such as copyright protection, patents, trademarks and other property ownership guarantees.

Business Plan Information

Every entrant to the enterPRIZE job creation challenge must register on the competition website www.enterprizejobchallenge.co.za

The website provides information about how to complete your submission to the Challenge, which is governed by word-limited answers to help you communicate your ideas more concisely. Should you need support to complete your electronic submission, please contact your local Seda office for assistance. Information on branch offices and phone numbers can be found on the competition website. Alternatively call one of the competition **Hotline Numbers** for more information:

Seda district offices

Fezile Dabi: 056-213 1809

Lejweleputswa: 057-352 1870/45

Motheo: 051-447 4595

Thabo Mofutsanyane: 058-713 1683/89

Xhariep: 051-713 0363

Detea provincial office

051-400 9462

051-400 9609

Find out More

As indicated throughout this booklet, we invite you to read more about the specific sectors and the reports and studies that have been compiled by the SME Observatory for South Africa. Reports can be downloaded from the competition website. Alternatively, you can drop us an email at info@enterprizejobchallenge.co.za and we will send you an electronic version.



**To participate register on the
competition website**

www.enterprizejobchallenge.co.za

DEADLINE 2 MAY 2014

